CURBING YOUTHS' RESTIVENESS THROUGH THE MANAGEMENT OF UNEMPLOYMENT IN NIGERIA

[1]Dr. Ozoagu G.C. & [2]Dr. Onyia B.C.
[1&2] Department of Educational Management,
Enugu State University of Science and Technology (ESUT), Agbani.

ABSTRACT
Unemployment is one of the major challenges confronting the Nigerian national-development. It has turned many Nigerian youths into violent and unpatriotic beings. The menace of youth restiveness in Nigeria both now and in the recent past has become an issue of great concern to political leaders, policy makers, economic managers, individuals, government, religious organization and many others. In the light of the above, this paper examined the causes and effects of unemployment. It also suggested ways by which unemployment can be managed in other to curb youths unrest. Measures so recommended include but not limited to: depoliticization of the various youth empowerment schemes and emphasis on vocational/ self-reliable education.

Key words: Unemployment, Youth Restiveness, Management, National Development

INTRODUCTION
Management is one of the most important activities of human life. It is very essential in ensuring the coordination of individual efforts. Management is required not just in all kinds of organizations but also, in every operation of such organizations, whether it is a manufacturing company or handlooms, engineering, civil society, trading in consumer goods or provision of services and even in non-formal organizations. No matter what the setup is, or what its goals may be, they all have something in common; management and managers (Clark, 2010). In the words of Gale (2006), Principles of management are now used not only for managing business but, in all walks of life viz., government, military, social and educational institutions. Emphasizing the importance of management, Gale (2016) reiterates that, successful organizations achieve their goals by following a deliberate process called 'management. According to Appley in Clark (2010)**,** "Management is guiding human and physical resources into a dynamic hard hitting organization until that attains its objectives to the satisfaction of those served and with a high degree of morale and sense of attainment on the part of those rendering the services. Similarly, George (2009) posited that management is a process consisting of planning, organizing, actuating and controlling, performed to determine and accomplish the objectives by use of people and resources. "Management is the complex of continuously coordinated activity by means of which any undertaking administration/public or private service conducts its business (International Labour Organization, ILO). Management consists of a series of interrelated functions that are performed by all managers. In simple

words, Management is the art of getting things done through people. It is an organizational process that includes strategic planning, setting objectives, managing resources, deploying the human and financial assets needed to achieve objectives, and measuring results (Knowledge Management Terms, 2012). Managers are persons who are formally appointed to positions of authority in organizations. They help others to do their work and are accountable to a higher authority for work results (Darr, 2012). For more elucidation, Darr (2012) added, managers are judged by their organizations' achievement. It therefore follows that, the way managers set standards, coordinates and integrate workgroups, make decisions, and design the organization affect performances. In another development, George (2014), argues thus; management functions are not limited to managers and supervisors. Every member of the organization has some management and reporting functions as part of their job. What could be deduced from the immediate above assertion, is that every member of an organization has significant contribution/role in the way forward of an organization. In the case of unemployment, Nigerian Government should create an environment that will enable individuals to exist as independent beings. Policies that promote small and medium enterprise should be promulgated, people running small scale businesses should operate on tax-free mode. Such financial empowering schemes/ voluntary programmes that tend to engage the teaming population that is unemployed should be evolved. With these, government could be said to have attended the issue of unemployment in Nigeria with a heavy touch of managerial steps.

CONCEPT OF UNEMPLOYMENT

Unemployment is a term referring to individuals who are employable and actively seeking a job but unable to find one. Included in this group are those people in the workforce who are working but do not have an appropriate job (Corporative Finance Institute, 2020). In the words of Fajana (2000), Unemployment has been defined as a situation where people who are willing and capable of working are unable to find suitable paid employment. Unemployment is such topical an issue in Nigeria that almost half or even more than half of the employable population is jobless. According to Nwankwo and Ifejiofor (2014), Scholars have written widely on unemployment issue and its effects on the growth and development of Nigeria. Anyadike, Emeh and Ukah (2012), posit that every nation's economy is characterized by both active and inactive populations. They observed that the economically active ones are those populations willing and able to work, and include those actively engaged in the production of goods and services and those who are unemployed. The International Labour Organization (ILO) in Isah (2014) has it that the unemployed are numbers of the economically active population who are without work but available and seeking for work. They also include people who have lost their jobs and those who have voluntarily left work (World Bank, 2011). Unemployment, takes a doomsday scenario in Nigeria, it developed a decade after Nigeria had her independence. Akintoye in Bassey and Atan (2012) opined that the rate of unemployment rose from 4.3% to 6.4% and further rose to 7.1% in 1987. This rise in unemployment rate came as a result of economic depression

which engulfed the nation and spread its effects that resulted to massive closure of businesses and retrenchment of workers. This was followed by the placement of embargo on recruitment which further worsened the situation. Unemployment according to lipsey in Ifajana (2010) brings about economic waste and cause human suffering. Akinboyo in Raheem (2015) asserted that unemployment in Nigeria is now an endemic problem categorized as one of the serious multiplier of poverty impediments to high living standard. Apart from representing an enormous waste of a country's manpower resources, it generates welfare loss in terms of lower output thereby leading to lower income and well-being. According to Udabah in Nwankwo and Ifejiofor (2014),the major factor contributing to low standard of living in underdeveloped countries is their relative inadequate or inefficient utilization of labour in comparism with advanced nations. Unemployment rate is measured by the proportion of the labour force that is unemployed divided by the total number of the labour force. High rate of unemployment has led to tremendous increase in criminal activities and social vices in Nigeria (Ibikunle, Orefuwa and Mafo, 2019). Supportively, Nwankwo and Ifejiofor (2014), opine thus; Nigeria as a nation has experienced several forms of economic, political and social unrest. In recent times, unemployment which is caused by individuals and government forces has joined the list of the social evils we experience in Nigeria today (Nwankwo and Ifejiofor, added). Unemployment poses a threat to the development of Nigeria, her security and peaceful co-existence, and don an emblem of poverty on most of her citizenry. Thereby, turning the nation into a poverty-ridden society where most families no longer feed properly due to the high cost of basic staples such as Garri, rice, yam and beans etcetera. Meats like beef and poultry have disappeared from the family's pot. The intake of protein, minerals and vitamins have been drastically reduced below minimal requirement, such that most individual households have become vulnerable to pellagra retard growth (physically and mentally) and greatly reduce resistance to diseases (Isah, 2014). Corroborating the above, Ibikunle, Orefuwa and Mafo (2019), reiterate that, problem of unemployment has dealt a deadly blow on Nigeria as a nation. To buttress their point, Ibikunle, Orefuwa and Mafo went on; in recent times, the incidence of unemployment has been deep and widespread, cutting across all facets of age groups, educational strata and geographical entities and simultaneously pushing the living standard of an average man towards poverty line. Also, National Bureau of Statistics [NBS] indicated that about 9,969,649 Nigerians were unemployed as at March, 2009 (National Bureau of Statistics, 2014). The report which is the latest on Nigerian's employment rate, further indicates that the total unemployment rate constitutes about 19.7 percent of the entire labour force put at 50,607,355 and had risen sharply from 14.9 percent recorded in March, 2008. The rate of unemployment as at 2014 is put at 23 percent, the highest since 2000 (NBS, 2014). The issue of unemployment has become a world-wide phenomenon demanding for increased attention. Though, the impact is more devastating in developing nations such as Nigeria and many other African countries (Wamukonya, 2013), warns. Unemployment could be attributed to multiple factors.

CAUSES OF UNEMPLOYMENT

The fundamental factors that account for the high rate of unemployment in Nigeria as was captured in Nwankwo & Ifejiofor (2014) include the following:

1. Poor educational planning: The high rate of unemployment among our youth could be traced to the educational system of Nigeria. This is why none of our Nigerian universities were ranked among the first one thousand best universities in the world. The main point on the above statement is that our educational system does not equip our students with the much needed tools necessary to meet the expected needs of the society. On the other hand, the government is also faulted for the wrong orientation of students and poor salary structure in the public sector that has no special incentives for those who possess such skills. Furthermore, Gbosi (2005) opined that proliferation of higher educational institutions and those seeking higher education for the purpose of white-collar jobs is the main factor responsible for this problem.

2. Neglect of the agricultural sector: The agricultural sector had been the leading provider of employment in Nigeria especially for more than 60% of the Nigerian population. However, in an attempt to discover oil crude, the sound of the music changed to the oil sector where employment capacity is very low to seekers who have no place in the oil industry. Even with the growth and expansion of the oil industry, the level of unemployment kept increasing at a geometric rate.

3. Adoption of untimely economic policy measure: Another important factor responsible for unemployment situation is the dismissing of small scale and cottage industries which operated in both formal and informal sectors. Within 1986 which ushered in liberalization, deregulation and the devaluation programme of the domestic currency, many of the teething domestic firms collapsed. This ugly situation resulted in the loss of many jobs and thereby rendering many people unemployed. Although, these policies were designed to jump-start the growth of the economy, but given the structure of the Nigerian economy, some of the policy packages became out rightly hostile to the system due to their unseemliness.

4. Wrong impression about technical and vocational studies: The wrong impression most people have about technical education also contributed to the high rate of unemployment in Nigeria in recent time. There is an enduring societal biased attitude against technical and vocational education (Damachi, 2001). A large number, of job seekers lack practical skills that could enhance self-employment. This is why rather than providing jobs for others, the graduates and unemployed persons keep depending on the government and the non-vibrant private sector for job opportunities.

5. Poor enabling environment: The poor-economic enabling environment that characterizes the economy over the years has continued to pose serious challenges to employment generation in Nigeria. This is coupled with the poor state of security which has continued to hamper investment drives and thereby reducing the prospects of employment generation. Many job seekers who have embarked on self-employment programmes are unable to do so because of the hostile production environment. Others who make attempt are forced to wind up due to absence of infrastructures and the overall heat of the investment environment.

In a similar stretch, Okonkwo (2005) identified three (3) major cause of unemployment which he classified as:

1. The educational system, the choice of technology which can either be labour intensive or capital intensive and inadequate attention to agriculture.
2. The use of machines to replace work done by labour and computerization has contributed to these social problems in the sense that what for example forty (40) men can do manually a machine will only need like five (5) men. Therefore, the remaining thirty five (35) are unemployed.
3. Lack of enough education and skill to have access to credit and capital.

EFFECTS OF UNEMPLOYMENT

According to Bello (2003), the consequences of unemployment in Nigeria are very severe and threatening to the citizenry and the economy as a whole. Effects of unemployment in Nigeria include:

1. Reduced work output: According to Njoku and Ihugba (2011), the most direct impact on the economy of an unproductive labour force is loss of output in terms of goods and services.
2. Increased crime and violence: With the growth of youth unemployment, the gap between the rich and the poor keep growing, resulting in social tensions which could affect the entire sphere of the community, state and the entire country (Niger-Delta militancy, North-East, North-Central insurgents killing, etc).
3. Drug addiction: Due to frustration that results to the inability of engaging in a gainful employment, most people turn to drugs and even go ahead to be addicted to it.
4. Low GDP: It is an established economic reality that the size of the workforce directly impacts on country's GDP.
5. Political instability: When unemployment grows in a community, dissatisfaction with the incumbent government follows. This in turn, leads to frequent changes in governments and formation of unsteady coalitions. This is not healthy for long term stable economic policies and this situation could lead to a vicious circle of political changes.

6. High level of poverty: Poverty is a state or condition in which a person or community lack the financial resources and essentials to enjoy a minimum standard of life and well-being that is considered acceptable in society. It is a contagious and debilitating effect of unemployment.
7. Psychological effects: Youths, who have spent two or more years in schools and colleges, have dreams and aspirations. These are dreams of securing satisfying jobs following their long years of struggle, meeting basic necessities of life (food, clothing, shelter and healthcare), graduating to a life of comfort and dignity and, eventually, enjoying the luxuries of life. The trauma of seeing their dreams trampled week-after-week, month after-month, can and does lead to deep psychological scars that are very difficult to face at such a young age. This trauma can impact on individual's self-esteem and can lead to clinical depression.
8. Family support: In a country like Nigeria, where the people retire when they are not tired and there is no social security net, very often families depend on their son or daughter graduating from school or college to take up employment in order to support the entire family. When that does not happen, the financial woes are unimaginably sorrowful
9. Effect on health: It is equally easy to visualize that lack of steady income could, apart from the above ills, also lead to inadequate nutrition and adversely affect health of the youth and their families

CONCEPT OF YOUTH RESTIVENESS

The way and manner in which Nigerian leaders run the affairs of the public and treat social matters, make the citizenry especially the youths resort to forceful, opposition, violence and rioting as a tool for attracting attention and venting/showing grievances. Protest/rioting is now considered the shortest way of pressing down demands world over but mostly in developing societies of which Nigeria is a part. Youth restiveness is the combination of actions, behaviour and attitudes exhibited by youths which are socially unacceptable and unwholesome in the society (Igbo & Ikpa 2013). It is a device through which youth obtain what they want from the relevant authority they further added. Similarly, Elegbeleye (2015) views it from the angle of a ‘’sustain protestation embarked upon to enforce desired outcome from a constituted authority by organized body of youths’’. It is accompanied by disruption of law, conflict and violence. Youth restiveness is not a recent phenomenon. It has been in existence for a long time but what baffles one is the rate at which it increases. In support, Anasi (2010) opines that the various forms of youth restiveness that are economically, politically, or religiously motivated have existed for a long time. Youth restiveness in Nigeria has been a prominent issue in recent times. There has been an increase in the occurrence of acts of violence and lawlessness, including things like hostage-taking of prominent citizens and expatriate oil workers, as well as oil bunkering, arms insurgence, cultism, etc., especially in the Niger Delta region (Yusuf, 2014). Zakaria (2019) observed that “the rising tide of unemployment and the fear of a

bleak future among the youth in African countries have made them vulnerable to the manipulations of agents' provocateurs". For clarity sake Zakaria (2019) identified the agents to include; aggrieved politicians, religious demagogues, and greedy multinationals that employ these youths to achieve their selfish ambitions. Nigeria in recent time has witnessed massive involvements of youths in various violence, the nature of these violence were religious, political or economic violence. According to Yusuf (2014), the emergence of these conflicts and the involvements of youth in it has attracted a lot of researchers to focus their studies and highlighted the roles of youth in it. These studies according to him, include the kidnapping and killing of police by the Egbesu youth group in Odi on November, 1999 in retaliation of killing their members. The government later deployed an army, who killed and razed down the town of Odi in Beyelsa state (Asamu 2006). Similarly, Asamu (2006) documented the involvement of youth militant of Agyrasu town in crisis erupted on 14, April, 2000 as a result of locating a local government head quater against their wish. This has led to the killing of their fellow indigenes. Also in 1992 Zango crisis as Akintoye (1999) observed that youth from Ayaf and Hausa were massively involved which are mostly unemployed. Marielu Tenuche (2009) has examined the role of the Ebira youth in the intermittent burst of violent conflict in Ebira land and north central Nigeria. This study indicates that Ebira youth were involved in most of the crises in the area as a result of various factors such as poverty, unemployment, outdated system of education, and inability of state to live up to expectation. Similarly, in the study of politics of thuggery in north eastern region of Nigeria conducted by Haruna and Ayuba (2011) they have identified the emergence of different groups of thugs since the inception of fourth republic 1999-2011, the groups includes Ecomog in Borno and Yobe, sara-suka in Bauchi, Yan-kalare in Gombe, Banu-israila in Taraba and Yan-shinko in Adamawa states. According to them most of these groups that perpetrates election crises in those state are armies of unemployed youth and the most unfortunate was that they were employed and sponsored by desperate politicians to protect their political interest. There is also the issue of Indigenous People of Biafra (IPOB) Youths in the East, who are agitating for self-rule/Independence and, who intermittently cause panic in the country through the exhibition of violent acts. The "End-SARS" nation-wide protest of 2020 by the youths was the hallmark of it. Despite the sporadic shooting/killings, arrest and intimidation from the armed government men, youths refused to back-off the street, until government became responsive to their agitation by withdrawing SARS from the road.

UNEMPLOYMENT AND YOUTH RESTIVENESS IN NATIONAL DEVELOPMENT

Unemployment is regarded as a serious problem faced by most developed and developing countries and resulting to socio-economic problems. The deplorable rate of youths' unemployment and joblessness do not only lead to low income or no income generation; but also results in low or poor living standard. It is widely believed, that attainment of full employment is an antidote to poverty among the citizenry as well as foster economic

growth, while unemployment breed poverty. Ibikunle, Orefuwa and Mafo (2019) argue that poverty ridden society experiences rising rates of illiteracy as a result of the increase number of school dropouts and declining school enrolment, engendered by the inability of parent to afford the cost of training their children. Besides, unemployment could also be seen as wasting essential resources, that is, human resources. The socio-economic situation of Nigeria is also affected by unemployment as many Nigerians; especially the youths lack purchasing power. When purchasing power is low, it leads to low consumption of goods, and consequently leads to a reduction in the production of goods. The far-reaching effect is that production industries will not grow, which is a minus to the economic pocket and development. Adegbami & Adewole (2013), opine that some of the unemployed youths have also been involved in crimes and other "unpalatable economic activities". For instance, unemployed youths do engage in prostituting, thuggery, hooliganism, pick-pocketing, drugs addicting and peddling, armed robbery or even hired killers, hence, fit to be used as tools in the hands of politicians to achieve their inordinate goals. Youths restiveness and its attendant consequences are said to have contributed largely to insecurities and Uncertainties in Nigeria. It has hindered and destroyed a lot of developmental programmes and other business activities (Yusuf, 2010). For instance the killing of innocent people, burning of houses, destruction of markets, bombing of churches etc. in Boko Haran insurgence infested areas, is a clear show of disruption of economic and developmental plans, as no educational process or business activities would move smoothly under a heated situation. In another development, pipe lines vandalisation and kidnapping of oil company staff in oil producing areas have posed a big threat to the Nigerian foreign investment and economic recovery; this is because crude oil is the sustainer of the Nigerian economy. Apart from pipe line vandalism being very hazardous to our healthy living, it causes environmental pollution. Economic activities such as fishing and farming are equally greatly affected by vandalisation. No doubt, these factors account for our underdevelopment. Another implication of youths' restiveness is its potential of destroying the unity of the country which is the basis of development in any country and has direct correlation with economy.

CONCLUSION

It is commonly reported that poverty, unemployment and lack of access to education among others were responsible for this high level of insecurity orchestrated by youths' restiveness in the form of incessant bombings, killings and destruction of lives and properties. In curtailing unemployment, economic growth has been recognized as a key variable that can address the menace. The contributions of economic growth to national development cannot be overemphasized as it has been recognized as a medium through which unemployment can be reduced, inflation can be stabilized, innovation can be promoted and a panacea for poverty reduction and eradication in every living society.

RECOMMENDATIONS

The under-listed measures are considered very veritable in the management of unemployment in Nigeria:

1. De-politicization of youths' empowerment schemes: Empowerment programmes as Sure-pee, N-Power, World Bank assisted agricultural loan facilities etc, should not be cornered by political gladiators for selfish interests. Such programmes should not be managed by partisan politicians who may reserve a chunk of the package for his family members, friends and political Godsons and daughters, who equally may have been engaged in one income generating exercise or more (especially one of government), thereby defeating the aim of such programmes which targets at engaging all Nigerian youths in other to reduce unemployment and youths' unrest in Nigeria.

2. Emphasizing technical education: Due to the high level of unemployment in Nigeria and unsteady wave of economy, government should as a matter of urgency, develop skill acquisition centers where self-reliant education would be of prime focus. Skill and capacity building should occupy a larger space in the Nigerian school curricular. Nigeria is at its lowest ebb in human capital development and utilization because of its inadequate educational system which tends to produce more of those who lack job skills for employment than those the economy requires to remain vibrant (Ibikunle, Orefuwa and Mafo, 2019). In view of this, to attack unemployment then, there is the need to restructure the educational system in respect of manpower production for the needs of the economy. Vocational skills should be given high priority, as it is capable of generating self – employment. The technological institutions in the country should be properly funded and equipped to ensure efficiency.

3. Accessible loan for small and medium enterprise: Government should ensure the availability of funds which could be released for small and medium enterprises. prudent and judicious management of such fund should be of paramount importance. For government to achieve this, the extent to which the individual (applicant) is ready and has mastered the intended investment should be ascertained before the release of such fund. More so, the fund should be made available to anybody on merit and allow such enterprise to run on a tax free mode.

4. Infrastructural Development/improvement: The poor state of infrastructure in Nigeria has continued to remain a monumental problem to the Nigerian economic growth and development in all facets. Self - engagement is seriously inhibited due to poor or lack of infrastructures; hence, the dependence of virtually all the unemployed persons on the government. The economic environment has continued

to remain hostile to cottage, small and medium scale industries. There is the need for the government to efficiently meet the challenges of infrastructural development which fuel the fire of Entrepreneurship skill in the entire country as this will help to launch the private sector into full potentials. This will stimulate private investment and induce remarkable economic growth much more than government direct involvement in investment.

5. Revitalization of agricultural sector: Before the rise of crude oil in Nigeria, agriculture accounted for almost 100 percent of the nation's income. It is however regrettable that this veritable sector has been abandoned for so long now, due to a perceived idea that crude oil has all it takes to sustain a viable nation as ours. The sole dependence on revenue accruing from oil is one of greatest evils of the Nigerian society. Oil companies cannot accommodate everybody. Hence, the need for diversification. Agriculture has the capability to engage the larger number of job seekers and even those who are on job.

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